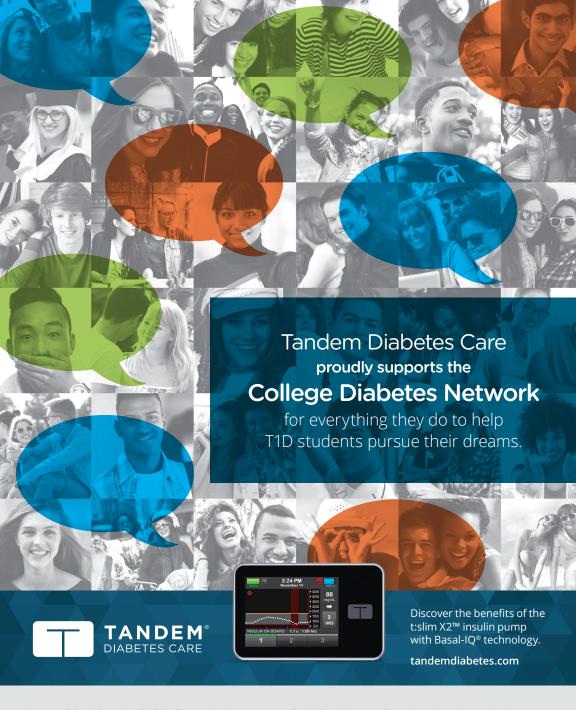




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Important Safety Information: RX ONLY. The t:slim X2 insulin pump with Basal-IQ technology (the System) consists of the t:slim X2 insulin pump, which contains Basal-IQ technology, and a compatible CGM. CGM sold separately. The t:slim X2 insulin pump is intended for the subcutaneous delivery of insulin, at set and variable rates, for the management of diabetes mellitus in persons requiring insulin. The t:slim X2 insulin pump can be used solely for continuous insulin delivery and as part of the System. When the System is used with a compatible iCGM, Basal-IQ technology can be used to suspend insulin delivery based on CGM sensor readings. Interpretation of the System results should be based on the trends and patterns seen with several sequential readings over time. CGM also aids in the detection of episodes of hyperglycemia and hypoglycemia, facilitating both acute and long-term therapy adjustments. Compatible iCGM systems are intended for single patient use and require a prescription. The System is indicated for use in individuals 6 years of age and greater. The System is intended for single patient use and requires a prescription. The System is indicated for use with NovoLog or Humalog U-100 insulin. The System is not approved for use in pregnant women, persons on dialysis, or critically ill patients. For detailed indications for use and safety information, call Tandem toll-free at (877) 801-6901 or visit tandemdiabetes.com/safetyinfo.

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The content in this booklet has been reviewed by





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Tom Boyer, T1D with over 30 years of diabetes-related advocacy and employed by a major pharmaceutical company, states, "I've been in your shoes. I have an idea of what you're going through but I don't know exactly what you're going through." He shared with us his thoughts based on both personal experiences and trends that he sees every day in his work.

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### A HUGE THANK YOU

Thank you to our fantastic 2017 summer interns, Zachary Hall and Melissa Bucklin, for their research and development of this important resource. We couldn't have done it without you!

# Beginning your career as a young adult with diabetes? About to graduate college and looking for a job? This resource is for you!

Young professionals with type one diabetes (T1D) from across the country have come together with the College Diabetes Network (CDN) to compile the information, resources, and advice in the pages of this booklet. With this information, we hope that you worry less, learn how to prepare and protect yourself in the workplace, and make a healthy and successful transition into adult life!

We at CDN are here to help you navigate the stages of transitioning into employment and adult life. From writing an effective resume to navigating your health insurance options with your employer, we hope that this resource will provide you with the necessary information to stay healthy, happy, and successful in the real world.

## FOR MORE INFORMATION

Have any more questions? Want to connect with other CDN programs and resources? Email info@collegediabetesnetwork.org Join the CDN LinkedIn group! www.linkedin.com/groups/4097538



At CDN, we are singularly focused on providing young adults with T1D the peer connections they value, and expert resources they need, to successfully manage the challenging transition to independence in college and beyond.

As an organization, we firmly believe that T1Ds are some of the most capable, strong, and hardworking people out there (not that we're biased or anything).



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I can't tell you how often people say to me, 'People face discrimination because of their diabetes?' And the reality is that they do. Roughly 2,000 people contact the ADA each year for help because they are experiencing employment discrimination.

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SARAH FECH-BAUGHMAN Director of Litigation at American Diabetes Association

That being said, the working world can look a lot different than your world in high school or college. While at school, you probably had a number of people looking out for you, and a number of protections that allowed you equal access to all of the opportunities that your high school or college had to offer. Employment on the other hand, can sometimes be a different story. Employers are fundamentally going to be looking out for their interests, and while many employers can offer extremely supportive and inclusive workplace environments, there are also some that will put their interests above yours.

Some employers may not know much about diabetes, and it is often up to the employee to educate their employer about diabetes. Part of empowering you to thrive with diabetes in your adult life is helping bring awareness to the realities of employment with diabetes—the good and the not so good.

We never want you to feel ashamed of your diabetes, but at the same time, we want you to have all of the information needed to make the right decision for you.

In this guide, we address many topics that relate to disabilities. We understand that some people with diabetes don't identify as disabled, and we know the negative connotation that this word can have for certain people. The Americans with Disabilities Act defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities. When thinking of diabetes, T1Ds often talk about how it can make life more challenging, but it isn't what defines a person and their abilities. The programs and information contained in this guide related to disabilities are not meant to give you an advantage over your peers, but are meant to create a safe and equal working environment. As a person with diabetes you deal with more physical and mental strains than those without diabetes. Regardless of how you might identify (or not) with the term disability, we hope you can take advantage of these resources to benefit you in your career.

You may also be tempted to skim or skip over the sections that follow regarding your legal rights, thinking to yourself that you can't imagine anyone experiencing discrimination because of their T1D. This may be especially true if you have been steeped in an open-minded environment of higher learning, perhaps with a Disability Service Office, CDN Chapter, or other resources designed to aid in your success.

However, the American Diabetes Association receives nearly 2,000 contacts per year from individuals who have experienced discrimination. Many of those contacts are experiencing employment discrimination. Knowing your rights and thoughtfully approaching your employment decisions that involve diabetes can help keep you from experiencing discrimination in your own employment.

## DISCLOSING TO YOUR EMPLOYER

When it comes to creating a network at your workplace, some people find it valuable to tell their boss and/or coworkers about their diabetes. While this is not for everyone, this section provides some tips you can use if you do choose to disclose. If sharing this information with your employer feels right for you, you should know that once you have disclosed this information, your employer can ask questions about your diabetes and about potential limitations.

The truth is, regardless of laws preventing employers from discriminating against you based on your diabetes, not everyone will act in accordance with these, and these laws are not necessarily going to protect you in every situation. While many people with diabetes find that their employers and coworkers are understanding, there is always the risk that yours might not be. Consider your options. It is your decision to disclose this information or not.

If you feel ready to tell your employer, there are many approaches you can take. If you feel comfortable answering any questions your employer may have, it may allow them to better understand how diabetes may (or may not) impact your performance as an employee. Many CDN alumni have found that being open to questions can genuinely help to alleviate confusion.

On the other hand, if you do not feel ready to share your diabetes in the workplace, your diabetes care can usually be kept private. It's possible to slip your pump under a long work shirt and go to a private room or bathroom to check your blood sugar.



